



Covid-19 pandemic and the crisis of tourism workers

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Safety measures in conjunction with the spread of the CORONA virus have had a very negative impact on tourism facilities in Egypt and the whole world, where the Egyptian tourism sector suffered a severe blow after it began to recover from the effects of the internal events that happened in 2011 and after it gained back its stability after the success of the war on terror.

Tourism losses were estimated at \$1 billion per month, and tourism bookings were down about 80 percent from the same period last year "due to the Coronavirus."

This is not the first time that the tourism sector has suffered a severe blow, with the January 2011 revolution and the subsequent events causing long-suffering to the sector, which contributes between 12 and 15 percent of the country's GDP.

The Egyptian government has submitted a package of economic decisions to mitigate the impact of safety measures on the tourism sector, including:

1. In additional support for President Abdel Fattah El-Sisi's EGP 50 billion tourism financing initiative to continue operating hotels and financing their foreign banks, as well as reducing the cost of lending in the initiative to only 8%.
2. Dr. Khaled Anani, Minister of Tourism and Antiquities, said that the state has allocated 3 billion pounds in loans to investors in the tourism sector to pay salaries to workers and restart hotels and tourist villages in the face of the Coronavirus crisis.
3. A new initiative has been launched to support the tourism sector and heavily employed hotels in the face of the negative repercussions of this pandemic, which will contribute to enabling tourism and hotel establishments, including small and medium-sized companies, to meet their obligations to cover workers' salaries and wages and to meet basic employment needs.

The initiative includes issuing the Ministry of Finance a "guarantee" to the Central Bank of three billion pounds, for the benefit of national banks to lend tourism and

hotel facilities at an interest rate of 5% per annum, over three years with a general grace period from May 1st to the end of Next April without any guarantees, so that the loan is repaid in monthly installments to distribute the burden over Two years, to cover the salaries of employees in tourist and hotel establishments, spending on basic employment needs does not exceed 15% of the value of the loan granted to the establishment, explaining that companies or tourist and hotel establishments will provide the lending banks with statements of employees' names and bank account numbers so that salaries are transferred directly from the bank to the employee.

A committee has been set up from the Ministry of Finance, the Central Bank, the Ministry of Tourism and Antiquities, and lending banks to follow up on the implementation of this initiative in support of the tourism sector.

4. It was also decided to drop the real estate tax on hotel and tourism establishments for 6 months, and to postpone the payment of all dues on tourist and hotel establishments for 3 months without fines or delay interest.

On the other hand, the government has almost committed to paying the salaries of workers in measures guaranteed by the Egyptian Federation of Chambers of Tourism and its rooms, as well as the purchase of 160,000 units for reasons of rapid medical examination of workers in the sector, reducing the daily presence to 50% in Cairo and Giza hotels and contracting with two international companies in health and safety to review the standards applicable in hotel facilities in the Republic and health awareness measures that have been made available to employees and communicate with a house of international expertise to prepare a long-term strategy for the development of the sector.

The aim of the rapid move was the government's desire to maintain employment in the tourism sector of 900,000 workers, trained and specialized workers in that area, an attempt to contain the harmful social impact of precautionary measures that have negatively affected the tourism sector.

The Ministry of Manpower has also moved and disbursed subsidies to workers in the tourism sector, out of total insured employment, and will spend the total basic salary for three months.

The requests of companies and tourism and hotel establishments, and revealed the number of employees affected by the Corona epidemic, in accordance with these rules, were submitted to the General Federation of Chambers of Tourism for review and submission to the Emergency Fund of the Ministry of Manpower, to count on a grant valued at 600 pounds, which is the value of the minimum social insurance.

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The Fund is reviewed with social security to work on the exchange procedures for distressed enterprises under cheques or bank transfers on their account.

Applications are submitted through 5 routes to the Emergency Fund of the Ministry of Manpower, as follows:

1. The facilities submit to the General Federation of Chambers of Commerce with the data of their employees on (C.D).
2. The data is sent to the Emergency Fund electronically after reviewing it to take the necessary action and disburse the subsidy.
3. Applications are received by two main entities: the establishment prepares the data of workers on the "Axel" program and submits it on (C.D), which includes employees' data, insurance numbers, and basic wages, for each insured worker.
4. the social security, reviews the data of employees in each company.
5. The data provided by the Federation of Chambers of Commerce are compared with the insurance provided and the exchange is made according to the insurance wage.

The number of applicants for the disbursement of subsidies provided by the Emergency Fund of the Ministry of Manpower recently reached 250,000 according to the fund's activity and current offerings.

Mohammed al-Badawi, secretary-general of the Emergency Fund, said that the exchange of tourist facilities is 100% of the essential wage for workers, which is the limit that the employer ensures his employees and is installed in insurance at a minimum of 600 pounds.

The Fund was established in 2002 under Law No. 156 of 2002 to compensate for employment in enterprises where they are suspended and paid by such enterprises, which are not affected by an emergency, for example, under the circumstances in the country, the Fund stands by all sectors of the national economy, particularly the tourism sector most affected by the COVID-19 spread crisis.

The number of beneficiaries of the Emergency Workforce Emergency Fund in the tourism sector was as follows:

- The number of tourist facilities and companies that have already received subsidies for their employees from the Emergency Fund to the UN has reached 197.
- There are still facilities that meet the requirements and are waiting for remittances.

- To date, the emergency fund has converted 156 hotels, 34 tourism companies, 4 restaurants, and 3 dive clubs.
- The number of tourism companies completed and being transferred to them reached 1,262 tourism companies.
- The exchange is 100% of the basic salary installed in the insurance, and the transfer is made directly to the bank account listed in the form.
- The minimum subsidies spent on tourism workers are 600 pounds and the maximum is 1,765 pounds.
- The total employment provided by the tourism sector, whether companies, hotels, restaurants, bazaars, and others to the Labor Force Subsidy Fund, was 332,000.

The Minister of Tourism and Antiquities, together with the presidents of the Federation of Chambers of Tourism and the President of the Chamber of Hotel Establishments Majid Fawzi, agreed to discuss the establishment of a new fund to support workers in companies and hotel and tourism facilities in the event of tourism crises, where the frequency of tourism crises over the years revealed the lack of a precise and real database of the total workers in various categories of work in the tourism sector.

In what appears to be an attempt to find a way out of the current crisis, the Egyptian government has announced that hotels will be allowed to reopen to domestic tourism, provided that no more than 25 percent of the hotel's capacity is occupied, with the rate rising to 50 percent from June.

Below are examples of some of the cases of workers affected by the tourism sector reached.

1. Travco Tourism and Construction Company, owned by Hamed Al-Shetty, has reduced the salaries of all employees of the company by 25%, and the company has laid off all employees in the company's jazz hotel chain, reduced the salaries of all administrative workers and construction engineers by 50% and gave unpaid vacations to dozens of employees.
2. A group report to the Al-Ahram Police Department under the number 5930 of 2020, the administrator of the pyramid, of the 25 workers at the Mercure Pyramid Hotel reported that the hotel management dismissed them from work in the wake of the CORONA virus crisis and dismissed them arbitrarily and unjustly.
3. Employees at the Semiramis Intercontinental Hotel in Cairo filed a complaint with the Minister of Tourism and Antiquities against the hotel management for violating the

president's decision on the current crisis, which is not to affect the salaries of employees, as the hotel management reduced the salaries of workers for April 2020.

4. Peramisa Hotels Group issued an administrative decision on May 1st that includes, reducing the number of working days from May 1st by 25% until the conditions improve, as well as on the worker whose vacation balance expired until the end of 2020 with no need to be present doing unpaid leave until the situation improves with the payment of his share and the employer's share in insurance, workers whose contracts have expired do not renew them until the conditions are improved.
5. A complaint from employees and employees of The Jewel of The Pyramid Hotel on Pyramid Street, Giza, the hotel management forced the employees to leave for a month from March 24 to April 24 without pay.
6. Radisson Blu Cairo forces workers to work 12 hours without vacations other than weekends, although the number of working hours is only 8 hours, in addition to a 40% discount on the base salary.
7. A complaint from the employees of a hotel in the fifth assembly area in New Cairo as a result of the threat to lose their jobs, as some of them were forced to resign, where the administration met with workers and ordered them to submit their resignations even though their contracts expire next December, and said the workers edited the minutes no. 2482 managed by the police department of the fifth assembly on March 31, 2020, the administration contacted them to negotiate with them and told them to give them three days off, but they were surprised after returning that they had been taken away and edited another case statement on April 4, 2020, under the number 2572 administrator.
8. A complaint from all employees of the Grand Hotel group and Grand Makadi to its owner Samir Abdel Fattah and his children Mohamed Samir Abdel Fattah, not to pay the salaries of the employees. Following this, a decision was issued by the Attorney General to reserve the residence of businessman Mohamed Samir Abdel Fattah, his brother, and father following the decision of the Attorney General to pay the salaries and benefits of the employees of their owned hotels, which the workers demanded their

dues three months ago, as they pledged to the Governor of the Red Sea to pay the workers' dues within 10 days.

9. A complaint from the employees of the Amarina Abu Soma Safaga Hotel on May 5th, where all the employees of the hotel were laid off under 3 months and the rest of the employees were granted leave without pay, and the workers were not paid dues for April, and the administration replied that they will be given their salaries when the subsidy is paid from the fund.
10. A complaint from the employees of the Golden Five Hotel in Hurghada, where the administration liquidated the employment that is near the end of its contract or at the beginning, as was forced those who do not have the balance of vacations to take leave without passing, handing over only 75% of the salary of one month for each worker due to him, and within the month of April and as a result of the intransigence of the administration is not paying the salaries of its employees three months ago, and the workers edited a report of the police department for not paying their salaries, the license of the hotel was canceled.
11. A complaint from employees of Adit Tourism's Long Beach Hurghada Hotel, a decision was made to lay off the employees for 3 months, with employees forced to sign the annual contract for only one month, and the hotel management reduced the April salaries to 50% without prior notice, in addition to deducting insurance for the full salary.
12. Complaints from employees and employees of the hotel group "Labranda" tourist area in the Gulf of Makadi south of the city of Hurghada in the Red Sea due to the dismissal of employees by the decision of the hotel management to exclude them from the job permanently, and the staff of the hotel organized a peaceful vigil during March 2020 demanding the administration several demands that preserve their rights during the crisis in the tourism sector as a result of the spread of the new Coronavirus and the management of the hotel contacted them to find some solutions.
13. A complaint from the employees of the Hotel Nubia Aqua Beach Road "Hurghada", the administration paid only a quarter of the salary of March to the employees and forced the workers on vacations without pay, and the hotel management responded that the employees stopped working.
14. A complaint from the staff at grand siz hostmark Hurghada hotel, not to pay their salary during April.

15. A complaint from the employees of the Panorama Hurghada Hotel, owned by Dr. Reza Rosiq, as a large part of the employees did not receive salaries in March, and therefore the salaries of April were not received.
 16. The Sunrise Group, owned by Hossam al-Shaer, paid an April salary of only 500 c under 3 months.
 17. A complaint from the employees of the Dreams Beach Hotel Sharm el-Sheikh for not paying their salaries for April 2020.
 18. Travel Choice Tourism lays off more than 20 of its workers by not renewing their contracts again and informs them that the last working day will be on May 3, 2020.
 19. A complaint from the staff of the Hotel Hotlix (Marina Beach) Hurghada to the Governor of the Red Sea, where the hotel management in April forced the employees to submit their resignations, and filed a complaint with the Governor of the Red Sea.
 20. A complaint from employees of the Julie Beach Hotel " Nada formerly " marina flag for not paying salaries in March.
 21. Jazz Hotels Group laid off appointed workers for 3 months in addition to deducting 3 days from March from salaries and forcing workers to leave without pay for a week in April.
 22. 800 families of workers in tourist facilities in the Red Sea appealed to the President of the Republic to equalize the tourism sector, noting that the subsidies approved by the Emergency Subsidies Fund for workers did not include them, as they included workers in tourist facilities, bazaars and diving room workers. The number of workers in tourist establishments ranges from 600 to 800 families.
 23. Employees of the Four Seasons Hotel in Giza held a vigil on Thursday, May 14, 2020, after deducting 12% of their salaries and forcing them to work unprotected, where a number of employees of the Qatari-owned hotel Faisal bin A The second is run by Tarek El Sayed after deducting about 12% of their salaries, and the
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administration asked all employees to come to the hotel to return to work fully without taking into account the precautionary procedures used to face the CORONA virus, and the hotel management reversed its decision to return the employees After the pause, the employees were given leave until Eid al-Fitr.

Below is a table showing a summary of the cases monitored

M	Hotel or company name	Province	Al , Med
1	Travco Tourism Company	Cairo	It reduced the salaries of all employees of the company by 25%, and the company laid off all employees of the company's Jazz hotel chain, reduced the salaries of all administrative workers and construction engineers by 50% and gave unpaid leave to dozens of employees.
2	Mercure Pyramid Hotel	Giza	A group report to the Al-Ahram Police Department under the number 5930 of 2020, the administrator of the pyramid, of the 25 workers at the Mercure Pyramid Hotel reported that the hotel management dismissed them from work in the wake of the CORONA virus crisis and dismissed them arbitrarily and unjustly.
3	Smyramis Intercontinental Hotel	Cairo	Hotel management cuts employees' salaries for April
4	Peramisa Hotel Group	Multiple provinces	Issuing an administrative decision to reduce the number of working days by 25% and therefore salary, unpaid leave for those whose leave ended at the end of 2020 with no need to be present with the payment of full insurance, workers whose

			contracts have expired do not renew again.
5	Jewel Of The Pyramids Hotel	Giza	Forcing workers to leave without pay from March 24 to April 24.
6	Radisson Blu Hotel	Cairo	Forcing workers to work 12 hours without vacations other than weekends, deducting 40% of the base salary
7	One of the famous hotels of the Fifth Assembly	Cairo	Some employees were forced to resign even though their contracts expire in December 2020 and a report was written by the Assembly Police Department.
8	Grand Hotel and Grand McAday Group	Hurghada - Red Sea	Non-payment of salaries to the workers of the group.
9	Amarina Abu Soma Hotel	Safaga - Red Sea	Layoffs of hotel staff under 3 months, unpaid leave for some employees, non-payment of April salaries.
10	Golden Five Hotel	Hurghada - Red Sea	Liquidation of employees who are near the end of their contract or at the out of the beginning. Forcing some employees to leave without pay, handing over 75% of their salary wages, the hotel license has been revoked.
11	Adit Tourism Long Beach Hotel	Hurghada - Red Sea	Layoffs under 3 months, forcing employees to sign the annual contract for only one month, reducing April salaries to 50% without prior notice, deducting salaries on full salary
12	La Branda Tourist Hotel Group	Makadi Bay - Hurghada - Red Sea	Layoffs by decision of the hotel management to exclude them from the job once and for all.
13	Nubia Aqua Beach Hotel	Al-Gouna Road - Hurghada - Red Sea	Only a quarter of March's salary was paid, forcing workers to leave without pay.
14	Samara Bay Hotel	Hurghada - Red Sea	Not paying march salaries to employees

15	Grand Syz Hostmark Hotel	Hurghada - Red Sea	Not to pay the march salary to the employees.
16	Panorama Hotel	Hurghada - Red Sea	Most of the employees were not paid in March and April.
17	Sunrise Group	Different provinces	April salary of only 500 c for workers under 3 months.
18	Dreamz Beach Hotel	Sharm el-Sheikh - South Sinai	Non-payment of workers' salaries for April
19	Travel Choice Egypt	Cairo	Lay off more than 20 workers by not renewing their contracts again
20	Hotel Hotlix Marina Beach	Hurghada - Red Sea	Forcing employees to resign.
21	Jolly Beach Hotel	Marsa Alam - Red Sea	No March salaries
22	Jazz Hotels Group	Hurghada - Sharm el-Sheikh	Layoffs appointed for 3 months, deducting 3 days from March salaries, forcing workers to leave without pay for a week during April.
23	Tourist establishments	Red Sea	800 families of Red Sea tourist workers are helping to equalize the tourism sector as subsidies approved by the Emergency Benefits Fund for workers do not include them.
24	Four Seasons Hotel	Giza	About 12 percent of the salaries of the 630 workers were deducted.

A form showing the number of cases in which cases have been monitored

The Number of cases monitored

